

ABSTRACT

An effective personnel valuation program is provided, which permits improved appropriateness valuation result to be obtained by adjusting deviation of valuation by individual valuator's from standard.

Valuator's at posts able to do appropriate valuation are set as reference data valuator's. Initial valuation data produced by valuator's in a valuator group other than the reference data valuator's are adjusted such that its mean data is identical with the mean data of the valuation data produced by the reference data valuator's with the mean data and the standard deviation of the valuation data by the reference data valuator's as references. Also, standard deviation fluctuations of the valuation data are adjusted such that the standard deviation is identical with the standard deviation of the valuation data produced by the reference data valuator's.